

WORK ENVIRONMENT PROFILE

“Stress and conflict are two major causes of performance and productivity slumps”.

THE ‘WORK ENVIRONMENT’

Every job that requires human effort has a work environment. That work environment can be best described in terms of behaviour. Simply put, “If the job could talk, what behavioural characteristics would it ask for?” When you match the behavioural style of the person to the job, the person will be better able to perform the job requirements. If the behaviour of the person does not match the job, there will be tension between the job and the person’s natural behaviour, which may affect longevity and work performance.

This report identifies how a person perceives a job. Most people tend to perform a job based on their perception of how the job should be done. By reading this report, you can identify and correct any erroneous perceptions of the job.

NATURAL AND ADAPTED STYLES

Success Insights Profiles look at a person’s behaviour in the work place (adapted) and at home (natural). When there is a large disparity between the natural and adapted graphs we could say that the person is under a considerable amount of stress in their current role. This assumption is based on research performed by TTI Success Insights all over the world on the DISC Behavioural model. Placing individuals into roles that suit their natural style limits this stress and makes the job easier to perform.

WORK ENVIRONMENT AND RECRUITMENT

The Work Environment report will offer valuable insight to an employer during the recruitment process. When coupled with the Interviewing Insights profiles (for the applicant) they become a powerful tool in taking the ‘HIT AND MISS’ out of recruiting. Where the Work Environment Instrument profiles the job and what it requires, the Interviewing Insights Profile examines what the individual brings to the position.

WORK ENVIRONMENT AND CONFLICT

Conflict is one of the most devastating factors when we examine productivity and performance.

The Work Environment Profile can be used to reduce conflict by increasing understanding of differences. This profile can be given to a manager and they are asked to complete it based on what they perceive the job to require. We could then have the profile completed by the subordinate they are having conflict with. More often than not the profiles will come out very differently and when debriefed to each staff member they will begin to understand why they are in constant conflict and will be able to better explain the reasons behind these differences of opinion.

REPORT CONTENTS

Each Success Insights Work Environment report contains a number of individualised sections that illuminate separate areas that a job requires certain characteristics. The report can be completed by a person in the position currently (i.e. a top performer) or by a manager(s) and what they perceive the job requires. The information gained from this report is ideal in the recruitment process and in conflict resolution.

Section Titles

- Work Environment
- Dominance - Challenges
- Influence - Contacts
- Steadiness - Consistency
- Compliance - Constraints
- Value to the Team
- Success Insights Graphs and Success Insights Wheel

RESULTS AND BENEFITS

An investment into the Success Insights Work Environment (9 page) Report can yield important results and valuable benefits in several areas:

- Identifies different job requirements
- Identifies strengths required for the position
- Takes the ‘hit and miss’ out of the recruitment process
- Offers insight into conflict resolution by determining differences in perception of what a job requires.